

TOBYHANNA REPORTER

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Vol. 53, No. 6 **TOBYHANNA ARMY DEPOT, TOBYHANNA, PA.** **(WWW.TOBYHANNA.ARMY.MIL)** **MARCH 24, 2009**

News Notes

Building renovations continue

The main entrance to Building 11 will be closed for about 30 days due to renovation work on the building’s canopy. The renovations are part of a six-month project to repair the exterior of Building 11 and include new steel, lights, windows and ceilings. Personnel should use Building 11 entrances at Wing D, near Building 20, and Wing B, near Building 1A. For further information, call X58115 or X56463.

Auto shop offers March special

The Post Auto Service Shop (PASS) will run a \$30 basic oil change and tire rotation during March. Hours of operation are 7 a.m. to 4 p.m. Pick-up and drop-off location is at the Mack Field House. For more information or to make an appointment, call X57583.

Officials schedule parade

The Armed Forces Day Parade will take place on May 16, beginning in downtown Scranton at 11 a.m. The parade will start at the Northeast Veterans Center, continue south on Penn Avenue, east onto Lackawanna Avenue, past the Steamtown Mall, north onto Washington Avenue to Grandstand at Courthouse Square. For more information call Maj. John Thomas, 963-4558 or Sgt. 1st Class Tammy Maslowski, 963-4559.

Organization seeks volunteers

The next Rebuilding Together project, hosted by the Tobyhanna Army Volunteer Corps. (AVC) will be April 25. Rebuilding Together is a nonprofit organization that performs “extreme home makeovers.” For more information call Nicole Nelson, AVC coordinator, X58887.

Fishing permits available

Barney’s Lake opens April 18, and fishing permits, \$5, are available to employees, retirees, and active military and family members. Permits can be purchased at the One Stop Shop, Mack Field House and Building 1001. A valid

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A Humvee equipped with SPARK and a Rhino IED detection system is put through its paces at Yuma Proving Ground, Ariz. The Tobyhanna-manufactured RG-33 IED Roller Interface Brackets will be used to attach the SPARK to each vehicle. SPARK has undergone endurance testing at both Yuma and Aberdeen Test Center, Md., to ensure it was field ready for deployment to the theater of operations.

Tobyhanna builds steel bracket prototype

Picatinny joins forces with employees, engineers to help protect warfighters

by Jacqueline Boucher
Assistant Editor

Tobyhanna partnered with Picatinny Arsenal, N.J., to build a device that will help protect warfighters against the threat of improvised explosive devices (IED). The RG-33 IED Roller Interface Bracket prototype passed a fit test in February just months after engineers and employees here started working on the project. Preliminary drawings of the prototype were received in November. Once a few minor design modifications were approved, and a plan was in place, workers set about fabricating parts, and assembling and finishing the bracket. “It took employees in several shops just two weeks to complete the job,” said Joseph Bianco, logistics management specialist, Production Management Directorate. “Upon acceptance of testing, Tobyhanna will continue to fabricate an additional nine brackets.” The 643-pound steel bracket is used to attach self-protection adaptive roller kits (SPARK) to combat vehicles. Roller kits provide contact with the ground, causing pressure-sensitive triggers to detonate an IED on the roller, forcing as much of the blast down and out as possible, as opposed to underneath the vehicle. Before SPARK, there was no IED roller kit available to Soldiers for a tactical wheeled vehicle platform, according to an article published last year by Lt. Col. Karl Borjes. Borjes is the Product Manager IED Defeat/Protect Force (PM IEDD/PF) at Picatinny. He described the SPARK as a modular IED roller system designed



Mike Benjamin, electroplater, reviews results of phosphate plating process on the RG-33 IED Roller Interface Bracket. Benjamin works in the Finishing and Etching Branch. (U.S. Army photos)

to be mounted on tactical wheeled platforms. SPARK was first fielded in March 2007. Borjes’ article also mentioned that PM IEDD/PF officials had collaborated with the Army Test and Evaluation Command (ATEC) and U.S. Tank Automotive Research, Development and Engineering Center (TARDEC) for engineer support, designing three unique brackets that would attach the SPARK to each vehicle.

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If the combat boot fits...

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NSPS under review

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People unknowingly exercise Lean daily

by Jennifer Caprioli
Staff Writer

Henry Ford once said, “If everyone is moving forward together, then success takes care of itself.” After writing numerous articles about Lean and participating in three events, I thought I was well on my way to proclaiming myself as a 6S and Six Sigma wiz. Still, I enrolled in the two-day Lean Fundamentals class to keep my Lean knowledge in tip-top shape and also revamp my productivity.

It turns out that I made a smart choice because I ended up scoring a 50 percent on the pretest. I immediately realized that what little Lean knowledge I possessed was out of shape and in need of a new workout regime.

I wasn’t alone; many of my classmates had been employed at the depot for less than a year and had little understanding of Lean.

To fully comprehend something you must start from the beginning, so we began with the basics: What is Lean?

Most of us use the terms Six Sigma and 6S interchangeably. Now I bet you’re asking yourself if it even matters. Well, think about it this way, you don’t use the black and the green wires interchangeably, do you? I didn’t think so.

According to the instructor, 6S promotes visual management and is a way of creating an orderly, clean, safe workplace. During one of the class breaks I decided to scribble a little ditty: You have to Safely Sort to Set in order, but Shine and Standardize to Sustain each step. (Not my best work, but it came in handy when test time rolled around).

On the flip side, Six Sigma is a reduction of process variation. It focuses on the idea of using define, measure, analyze, improve and control process (DMAIC) as problem solving methodology to fix the

problems caused by the variation.

Lean, as a whole, is an approach to identifying and eliminating waste through continuous improvement. The word “waste” refers to something those Lean buffs like to call “non-value-added steps.”

Once we warmed up with the basics, we were able to move onto the heavier issues, such as why we use Lean here and who benefits from this innovative organization tool.

The ultimate reason for implementing Lean at the depot is simple: to support the warfighter. Lean executions have proven that depot employees are supplying our military with the highest quality product. To put it in perspective, the products produced at the depot keep the warfighter safe, which allows them to keep us safe; it’s a great cycle that puts us in a win-win situation.

I commend the instructors for the way they presented the Lean concept. If you run every day and never deviate from that exercise, you’ll become bored with your workout routine. The same is true with learning. A continuous showing of PowerPoint slides might have sent us all dashing back to our work areas, scared of returning the next day for class, but the mix of hands-on activities and real-life examples helped us understand how and when we could implement Lean at work and home.

I began to realize that everyone goes through a Lean routine everyday and probably don’t realize it. We subconsciously accept Lean practices and we’re probably not even aware of its presence.

The idea of “a place for everything and everything in its place” was apparent in standardized toolboxes and colored tape on the floor. But I only ever applied Henry Ford’s assembly line tactics to vehicle manufacturing. Now I see it’s implemented and works in all areas

See LEAN on Page 8

THANKS

I would like to take this opportunity on behalf of my family to thank everyone who provided prayers and support during our sad journey. My father was quite a man, and he will be truly missed. The outpouring of kindness from depot personnel has been overwhelming. Again, thank you all; it’s a pleasure working beside you.

Len Yashinski
Production Engineering Directorate

I’d like to thank Mark Yeninas, who returned my lost leather gloves. I work on first shift and during the ride home, placed the gloves on my lap and forgot about them when I exited the van. Mark found them next to

our van when he was on his way to work on third shift. He went out of his way to locate our van coordinator so he could return the gloves. Mark is a Good Samaritan and that is hard to find in this day and age. Thank you again, Mark.

Carolyn Hughes
Production Engineering Directorate

We would like to express our gratitude for all your cards, thoughts and acts of kindness during the recent loss of my sister, Pamela Sledzinski. Also, I want to thank all those responsible for making the arrangements for my quick return.

The Ritter family

TOBYHANNA REPORTER

The Tobyhanna Reporter is an authorized, biweekly publication for members of the Department of Defense.

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SOUND OFF



Dear Sound Off,

My questions concern handicapped parking inside the controlled area of the depot. I have noticed that most of the handicapped parking slots are being used by depot employees who have been issued a Medical “A” placard and not a state issued handicapped placard. Are the employees with only a Medical “A” placard authorized to park in the handicapped parking slots within the controlled area of the depot? What are the criteria for someone to be authorized to use the handicapped parking spaces inside the controlled area of the depot?

Second, why are there so few handicapped parking spaces available in the controlled area of the depot? I would guess that there are only about 20 spaces available for depot employees and visitors excluding DLA (Defense Logistics Agency) handicapped parking spaces. Has management done a study to find out how many employees require access to handicapped parking on a daily basis? I would guess the number would be much higher than the handicapped parking spaces that are available. Can this be looked into? Thank you.

Pat Mirabelle
Communications Systems Directorate

Thank you for taking an interest in the health and welfare of Tobyhanna employees.

Security is always our top priority when issuing parking placards to people driving vehicles inside the controlled area. As a result, the parking spaces must be carefully monitored.

The controlled area contains 1,108 parking spaces with 341 of them issued as medical spots. Given the fluctuating demands for medical and handicapped parking, Security Division has the authority to move people with non-medical/handicap placards to another available slot when necessary.

The only people authorized to park in handicapped spaces inside the controlled area, are those who have been issued a medical A placard.

The Industrial Risk Management Directorate’s Security Division issues medical A placards on a case-by-case basis - normally for a temporary period of time while an employee recovers from an injury or illness that limits their mobility. Personnel who have a severe, permanent impairment may be entitled to a permanent medical “A” placard. Persons issued this placard require the use of a wheelchair, walker, cane or prosthesis.

Individuals requesting handicapped parking must submit an AMSEL-TY Form 647, Request for Parking Placard, and appropriate medical documentation to their supervisor, who will forward it to the chief of the Security Division for consideration. Documents provided by a private physician or the Tobyhanna Army Depot Health Clinic detailing an individual’s medical condition and indicating the length of recovery time are accepted.

Other non-handicapped medical parking placards include temporary medical T placards which are issued to individuals who have a temporary medical condition requiring temporary parking in the immediate vicinity of the work area. Plus, employees who have a medical condition requiring preferential parking in the main parking lot can apply for an H placard. Buses are available to transport workers to several locations inside the controlled area.

The main parking lot contains 1,898 parking spaces with 64 identified as handicapped. Visitors displaying a state-issued handicapped placard are authorized to use handicapped spaces outside the controlled area. The use of a state-issued handicapped placard to park inside the controlled area must be approved by the chief of the Security Division.

Efforts are underway to streamline the placard issue process and the assignment of spaces. If you are aware of any specific circumstance that requires attention, please call 5-57550.

Industrial Risk Management Directorate
Legal Office



Members of the Forward Repair Activity on Fort Carson meet with unit and directorate representatives during an open house March 11. (Photo by Randy Tisor)

Fort Carson FRA hosts open house

by Randy Tisor
Fort Carson Mountaineer staff

FORT CARSON, Colo. — The Tobyhanna Army Depot Forward Repair Activity on Fort Carson, Colo., hosted an open house March 11 to get the word out about their newly remodeled facility and electronics repair expertise.

Ed Scroggins, FRA site lead, said the open house was an opportunity for FRA staff to get to know the electronic repair and maintenance needs of the Fort Carson community. Scroggins added that, due to a lot of deployments and turnover in personnel at Fort Carson, many people weren’t aware that an FRA existed on post.

According to Scroggins, the FRA handles standard Army maintenance information systems, including desktop computers, laptops, printers and general office automation equipment.

He noted that a large part of the team’s Fort Carson mission also involves command post systems and integration as well as air defense and air management systems maintenance.

“We’re hardware repair — if a system is broken, units bring it to us. Most of the time, we’re able to get that system back to the unit sometimes in 72 hours or less.”

Scroggins said that the Carson FRA team also services and supports trailer mounted support systems, power systems international systems, generators and environmental control systems.

“We have field support representatives here at Fort Carson that deploy with units to service their command post systems and integration systems and also the air defense air management systems,” Scroggins added. “It’s easier for us to repair that system in the field while the unit is deployed rather than pulling that system out and shipping it back to the United States.”

According to Scroggins, all of the current FRA staff have a military background and, collectively, the small group has upwards of 150 years of technical expertise. The team can also draw on the resources of the vast pool of knowledge in residence at Tobyhanna Army Depot or from any of the many other FRAs around the world.

“Tobyhanna Army Depot is the largest electronics depot in the world,” Scroggins said. He added that there are FRAs in Kosovo, Kuwait, Iraq, Afghanistan, Korea, Germany and almost every major post in the United States. “If there’s a military facility close by, we’re close by,” he said.

Scroggins added that when one or more of his team members deploy with a unit, they are, in effect, a temporary FRA.

“When we deploy into an area of operation, we can assist any unit that comes in and out of that area. We’re versatile enough that we can go out there and support those other units that require our support,” Scroggins said.

“(The FRA staff has) been very helpful,” said 1st Lt. Sarah Frederickson, signal officer for 704th Brigade Support Battalion, 4th Brigade Combat Team, 4th Infantry Division. “They make themselves available when we’re doing our training exercises so that if there are any issues that arise, they are able to jump in and help out. It’s made my life a lot easier.”

Frederickson said that the Soldiers in her battalion, like Soldiers everywhere, have a lot on their plates when it comes to training.

“They’re warriors,” Frederickson said, “so they have to fulfill all of the requirements for training ranges and shooting, moving and communicating, so not all of them can get the breadth of knowledge that these (FRA) guys have. That’s where the bridge happens. We get as much information from them as we can and it kind of fills all the holes that we might have missed if training wasn’t able to be processed completely by Soldiers.”

“I’ve had two (FRA technicians) who’ve been very attentive to our brigade and my unit. I really appreciate their help and I hope to continue that relationship in the future,” Frederickson said.

About 40-50 members of Fort Carson units and directorates took advantage of the opportunity to see the new facility and meet FRA team members.

The Tobyhanna Army Depot FRA has been on Fort Carson since 2004 and in its current location on O’Connell Blvd. for almost two years.

For more information, contact Ed Scroggins, 719-526-9750 or 719-526-9760.

U.S. engineers help Iraq, Afghanistan self-govern

WASHINGTON — Military engineers have made great strides in improving infrastructure and governance capabilities in Iraq and are making positive contributions in Afghanistan as well, the Air Force’s top engineer officer said March 16.

Air Force Maj. Gen. Delwyn R. Eulberg told reporters during a roundtable discussion that the military has adapted well to its dual missions in Iraq and Afghanistan as well as its two-fold operation of warfighting and nation building. U.S. and NATO partnerships in the two countries have improved national capabilities to levels never seen before, he said.

“It’s not just about fighting the enemy,” Eulberg said. “It’s almost like we’re on a parallel track. Reconstruction is part of irregular warfare, and it’s building capacity so [Iraq and Afghanistan] can sustain and self govern.”

Eulberg stressed that reconstruction efforts are more than simply repairing war damages. He recently returned from his seventh trip to the U.S. Central Command area of operations, which includes Iraq and Afghanistan. He noted that Air Force engineers have been involved in \$5.2 billion worth of nation-building efforts, including restoration and new construction of hospitals, schools, roads, and border forts. They’ve also participated in projects to improve oil, water, sewage and electrical systems in both countries, he said.

In Iraq, local engineers have progressed and developed their competencies to the point of taking over much of the ensuing reconstruction efforts there, he said.

“I think the American people can be proud of the fact that we’ve brought medical care and clean water to villages and parts of Iraq that have never had it before,” the general said. “We’re trying to rebuild the nation, not just repair damages from the war.”

Similar progress, but at a much smaller level, has occurred in Afghanistan, in terms of infrastructure, governance and security force improvements. About 3,000 engineer airmen are deployed to Iraq and Afghanistan, and their capabilities are pressed thin along with the rest of the armed forces, he said. However, he added that increasing host-nation capacity to relieve military engineers as well as shifting forces out of Iraq and into Afghanistan is opening the door to more improvements for the Afghans.

As the military increases its footprint in Afghanistan, expanding base camps and building new ones present challenges for engineers, Eulberg said. He explained that aside from the tough task of getting additional manpower and equipment, commanders have to deal with the issue of clearing mine fields or destroying farmland to develop military infrastructure. Clearing mine fields and building on farmland “are usually the two biggest challenges that limit out flexibility to go forward,” he added.

The additional 17,000 troops President Barack Obama has authorized to deploy to Afghanistan are expected to have boots on the ground by late spring in time for the Afghan national elections in August. The extra troops are expected to augment the lack of coalition presence in the southern and eastern part of the country. These regions require as many as six new bases as well as new roads and air strips to accommodate logistics, supplies and troops, Eulberg said.

Eulberg lauded his fellow engineers for their contributions in Iraq and Afghanistan, calling the current generation of engineers the most “combat-experienced” he’s ever seen.

“Those young officers and enlisted leaders are as combat-experienced as we’ve ever had,” he said. “They’ve seen war in two theaters, simultaneously. They’ve done it in a joint fashion with international partners, as well as worked with the State Department. Their experience is going to change the fundamental nature of how the United States military is going to interact and engage with partners around the world.”

WELCOME TO THE DEPOT

Name	Title	Organization
Donald Alward	Motor vehicle operator	D/PM
Goerge Blansett	Family advocacy program	D/ACS
Phu Nguyen	Electronics engineer	D/PE
Raja Rajendran	Mechanical engineer	D/PE
Wilfredo Serrano	Electronics worker	D/C3/Avionics
Gwendolyn Wise	Human resources specialist	CPAC

CAREER MILESTONE



David Rutkowski, Franklin Smith, Matthew Yarmel, Deputy Commander Frank Zardecki, Richard Solan, Stephen Grzedzinski and Charles Reina attend their Length of Service ceremony March 18. (Photo by Tony Medici)

Six Tobyhanna employees were recognized for their years of government service during the March 18 Length of Service Ceremony.

Charles Reina—35 years, equipment specialist, Signal Intelligence/Electronic Warfare Division, Intelligence, Surveillance and Reconnaissance Directorate.

Matthew Yarmel—35 years, information technology specialist, Engineering Division, Public Works Directorate.

Stephen Grzedzinski—30 years, visual information specialist, Administrative Support Division, Information Management Directorate.

David Rutkowski—30 years, equipment specialist, Engineer Design, Development and Manufacturing Division, Production Engineering Directorate.

Franklin Smith—30 years, materials handler, Communications Security Division, Communications Systems Directorate.

Richard Solan—30 years, materials handler, Materiel Management Division, Production Management Directorate.

In addition to their service certificates and pins, employees with 35 years of service receive an engraved mantel clock and 30-year honorees receive a framed American Flag that includes a photo of the depot.

Honorees who attended their Length of Service ceremony also receive a four-hour time-off award. Deputy Commander Frank Zardecki presented the awards.

RETIREEES

Name	Retirement date	Organization
John Olsommer	Feb. 28	D/Comm Sys
Monroe Johnson	Feb. 10	D/ISR
Clarence Broskoskie	March 28	D/PII
Gerard Dermody	March 31	D/C3/Avionics
Keith Hill	March 31	D/ISR

HOW ARE WE DOING?



TOBYHANNA CUSTOMER SATISFACTION SURVEY

www.tobyhanna.army.mil

Click on the customer service link to rate depot support, services

NEW DIVISION CHIEF

Joseph Wassell is chief of the Avionics Division, Command, Control and Computer (C3)/Avionics Directorate.

He supervises 215 people who provide full-spectrum life cycle maintenance covering overhaul, repair, test and inspection support for Joint Airborne Avionics systems, including communications, instrumentation, flight controls, navigation, aircraft survivability and transponder/interrogator systems.



Wassell

Prior to his current position, Wassell was an aviation commodity manager in the Business Management Directorate. He began his career at Tobyhanna in 2006.

Wassell also worked in civil service as an equipment specialist for the Air Force Engineering and Technical Services, Whiteman Air Force Base, Mo., then as an equipment specialist/logistics manager for Air Combat Command, Langley Air Force Base, Va.

Wassell served 20 years in the Air Force retiring asa senior master sergeant. During his career he served as a B–52 crew chief at Ellsworth Air Force Base, S.D., and Loring Air Force Base, Maine; a B-1B crew chief at Dyess Air Force Base, Texas; a B-2 crew chief, then branch chief, at Edwards Air Force Base Flight Test Center, Calif.; and B-2 production

superintendent at Whiteman. His awards and decorations include the Meritorious Service Medal with two oak leaf clusters, Commendation Medal with two oak leaf clusters, Achievement Medal, National Defense Service Medal, Longevity Service Award with four oak leaf clusters, NCO Professional Military Education Graduate Ribbon with one oak leaf cluster and an Outstanding Unit Award with one silver oak leaf cluster.

He is a certified Federal Aviation Administration Air Frame and Powerplant mechanic, and certified in Level 3 Life Cycle Logistics and Level 1 Program Management. In 2004, he claimed the Air Combat Command Directorate of Maintenance and Logistics Civilian Professional of the Year Award. In 2003, he earned the Air Combat Command Directorate of Maintenance and Logistics Civilian Professional of the Quarter Award.

Wassell is a 1974 graduate of the North Schuylkill High School. He earned a Master of Science degree in Aviation Safety and a Bachelor of Science degree in aircraft maintenance technology at the University of Central Missouri, Mo., in 1994 and 1997, respectively.

He and his wife, Annette, reside in Madison Township. They are the parents of Janelle, 31, and Joseph, 27, and grandparents to Chandler, 8.

Wassell is a member of Trinity United Methodist Church and the Society of Automotive Engineering. His hobbies include classic cars, camping and fishing.

NEW SUPERVISORS

Lt. James Vones is a shift supervisor, Security Division, Industrial Risk Management Directorate.

He supervises 12 people and is responsible for overall command control for all law enforcement patrol operations at Tobyhanna.

Vones oversees police officers and security guards performing law enforcement, traffic control, and investigative and patrol activities. He plans work, prepares schedules and provides on-the-job training to new employees. He also ensures communications with patrol operations, initiates emergency actions, maintains status of patrols and coordinates desk operations. In addition, he assists in developing performance standards and counsels police officers and security guards.

Prior to his current position, Vones was a desk sergeant in the same directorate. He began his career at Tobyhanna in 2003.

Vones served 2½ years as an Army military



Vones

policeman. During his career he was assigned to Fort McClellan, Ala., Fort Clayton, Republic of Panama and West Point, N.Y. He earned first place in a Military Police Team Competition and later the Military Police Warfighter Competition. He was also a two-time winner of the 534th Military Police Company Soldier of the Month Award. His military awards include the Army Service Ribbon, Overseas Service Ribbon, Achievement Medal with two oak leaf clusters, Expert Marksmanship Badge (rifle), Expert Marksmanship Badge (pistol), and Expert Marksmanship Badge (grenade).

Vones is a 1992 graduate of the Wallenpaupack Area High School. In 2001, he earned a bachelor's degree in sociology at Lock Haven University and an Associate of Science degree in criminal justice from Lackawanna College in 1999.

He resides in Greentown.

Vones is a member of the International Law Enforcement Educators and Trainers Association. His hobbies include spending time with family, boxing and golf.



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ON THE DEPOT'S INTERNET SITE.
CURRENT AND ARCHIVED ISSUES OF THE
BI-WEEKLY PUBLICATION CAN BE VIEWED AT

[HTTP://WWW.TOBYHANNA.ARMY.MIL/ABOUT/NEWS/REPORTER.HTML](http://www.tobyhanna.army.mil/about/news/reporter.html)

COMMUNITY BULLETIN

Editor’s Note: The Community Bulletin provides an avenue for depot and tenant employees to advertise van or car pools, and for-sale items. Money making items such as rentals and personal business will not be accepted.

Information must be submitted via e-mail to Jacqueline.Boucher@us.army.mil, or written items can be mailed to the Public Affairs Office, mail stop 5076.

Submissions must include a name and telephone extension. Only home phone numbers will be published in the Trading Post section.

Ads will be published in four consecutive newspapers. It is the customer’s responsibility to update or renew items listed in the Community Bulletin.

For information, call Jacqueline Boucher, X58073.



VAN/CAR POOLS

- **Scranton:** 1 opening, van, 5/4/9, 7 a.m.-4:30 p.m., first Friday off, pickup points are the in Scranton’s west and south sides, and Moosic Street, call Ed Vidota, X56883.
- **Wind Gap, Saylorburg, surrounding areas:** 2 openings, van, 5/4/9, both Fridays, starts at Country Junction, contact Jim Rose, X56602 or jim.rose2@us.army.mil.
- **Dunmore:** 2 openings, van, 5/4/9, both Fridays, nonsmoking, pick up point at the Holiday Inn, “A” placard, contact Carmen Trubia, carmen.trubia@conus.army.mil.
- **Nanticoke:** 4 openings, van, 5/4/9, both Fridays, nonsmoking, possible house pickup, contact Brad Post, X57930 or bradley.post@us.army.mil.
- **West Pittston:** 1 opening in March, van, 15 passengers, 7 a.m.-3:30 p.m., “A” placard, pickup points West Pittston, Pittston Plaza, Avoca, A&A Auto in Moosic, call John Algar, X57230. There will be another opening in May.
- **Lehigh Valley:** 2 openings, van, 7:30 a.m.-4 p.m., pickup points are the Home Depot in Whitehall and the park and ride on Route 33, contact Phu Nguyen, X58875 or phu.nguyen@us.army.mil.
- **Honesdale, Lake Ariel:** 2 openings, van, 5/4/9, last Friday RDO, call Jim LoPresti, X56630.
- **Nanticoke, Sugar Notch:** 1 opening, van, “A” placard, 7 a.m.-3:30 p.m., pickup points are the Nanticoke National Guard Armory and Sugar Notch park and ride, call Ed Tomko, X59682.
- **Gibson:** 1 opening, van, 5/4/9, both Fridays, will stop at exits along routes 81 South and 380 South originating in Gibson, call Gerry Keene, X59069.
- **Montdale, Scott Twp, Eynon, Peckville, Jessup:** 1 opening, van, 7 passengers, “A” placard, 5/4/9, both Fridays, call Michele Dooley, X57565.
- **White Haven:** 1 opening, van, 7 passengers, 5/4/9, nonsmoking, call David Swankosky, X59467.



TRADING POST

- **Misc:** Cricket Provo Craft, personal electronic cutter, portable, cuts greeting cards, scrapbooks and other paper crafts projects, call 839-1834.
- **Truck:** 2001 Dodge Dakota, green, extended cab, 4x4, 50k miles, asking \$7,400, call 604-7737.
- **Clothing:** men’s insulated work suit, 2XXL, regular, black, never worn, \$45, call (256) 714-4344.
- **Exercise equipment:** Weslo Model 710 elliptical exerciser, less than 1 year old, excellent conditions, several programs, 10 power levels, heart monitor, magazine rack, paid \$300, asking \$125, call 842-9115 after 5 p.m.
- **Exercise equipment:** Bowflex Xtreme SE with 210 lb power rods, lat/ab/leg attachment included, workout planner DVD, 1 year old, mint condition, \$1,300, call 839-1834.

New Pentagon civilian personnel system faces review

by **Gerry Gilmore**
American Forces Press Service

WASHINGTON—The Defense Department will undertake a comprehensive review of the National Security Personnel System to ascertain whether it is fair and transparent to participating employees, a senior Pentagon official said here March 16.

Deputy Defense Secretary William J. Lynn III directed the NSPS review, Brad Bunn, the Defense Department’s program executive officer for NSPS, told Pentagon Channel and American Forces Press Service reporters. Lynn is the senior civilian executive overseeing NSPS at the Pentagon.

The Pentagon’s review will provide officials the opportunity to “look at the [NSPS] system in a comprehensive manner, to understand how it has been operating, and to chart a path forward for the future of NSPS and how it is going to go forward in the Department of Defense,” Bunn said.

The Office of Personnel Management and the Defense Department will conduct the review

jointly, Bunn said, adding that it probably will take “several months” to complete.

The scheduled transfer this spring and fall of about 3,000 additional Defense Department civilians into NSPS will be delayed pending the outcome of the review, Bunn said.

“We’re going to delay any further conversions of organizations and employees into NSPS while leadership can conduct this review,” Bunn said. Members of Congress, other federal agencies, personnel experts, labor organizations and other stakeholders, he said, will be included as part of the review process.

The more than 200,000 Defense Department civilians who have been transferred into NSPS since the system began three years ago, Bunn said, will continue to operate under current NSPS policies and procedures. Most defense civilians who were slated for transfer into NSPS already have done so, he said.

NSPS was developed as part of former Defense Secretary Donald H. Rumsfeld’s program to transform the way the Defense Department does business to better meet the challenges of the 21st century. NSPS’s pay-

for-performance system replaced 50-year-old civil service rules that rewarded employees for length of service, rather than performance.

“NSPS is a pretty significant change in how we hire, pay and compensate and reward our civilian employees who support the national security mission in the Department of Defense,” Bunn said.

There are “varying viewpoints that exist out there on NSPS,” Bunn acknowledged. Internal surveys, he said, indicate that some defense employees are unhappy with NSPS, particularly with regard to performance evaluations.

“There are questions and concerns about the fairness of the system, its transparency, whether it is actually being operated based on the design principles,” Bunn said. “So, those kinds of questions are being asked, and those are the concerns that a review will focus on.”

The department is committed to operating fair, transparent and effective personnel systems, Bunn said.

“And this review is a demonstration of that commitment,” he said.

NOTES from Page 1

Pennsylvania fishing license and trout stamp are required to receive an adult permit.

CWF plans bus trips

- CWF is planning an “on your own” and international car show bus trip to New York City on April 18. Cost is \$20. The buses will depart the depot parking lot at 7:30 a.m. and depart the city at 6 p.m.
 - CWF is planning a Phillies baseball bus trip on August 29. Cost is \$50, which includes bus, ticket and \$10 food/beverage voucher. The busses will depart the depot at 3:45 p.m.; game time is 7:05 p.m. Busses will leave Citizen Bank Park 30 minutes after the game ends.
- For details on either trip, call X58851.

Breakfast club hosts dinner dance

The Tobyhanna Breakfast Club is holding its annual Awards Dinner Dance at Arcaro & Genell’s Restaurant in Old Forge on April 29, 6 p.m. Depot employees are welcome.

Two awards will be given to Vito Williams and Michael Serino for exemplary community service. Also, the club’s Man of the Year will be announced.

Reservations can be made by calling Frank Gervasi, 346–6438, or Dan McCauley, 842–4149. Cost is \$20 per person, which includes dinner and entertainment.

Motorcycle safety course set

The Community Recreation Division is sponsoring a free motorcycle safety course. Classroom sessions will be held at the chapel from 6 to 8:45 p.m. April 29 and May 6. The riding portion of the training will be conducted from 8 a.m.-5:30 p.m. May 2 and 9.

The 4-session course must be completed prior to

bringing a motorcycle on post. Individuals must provide a valid motorcycle license or permit and insurance card, and wear a Department of Transportation approved helmet and proper clothing. The deadline to register is April 20. For more information, call the Mack Fitness Center, X58529.

Book fair set

There will be a book fair by the ATM in Building 1A on April 1 and 2, 10 a.m.-2 p.m. Cash, checks and credit/debit cards are accepted. For more information call the One Stop Shop, X58851.

One Stop Shop sells tickets

- The One Stop is selling tickets to several upcoming events. Anyone interested in purchasing tickets can call X58851.
- Tickets for the June 7 and Aug. 2 NASCAR races at the Pocono Raceway are now available.
 - Tickets for the Wilkes-Barre/Scranton Pioneers baseball games are now available. Tickets are also available for the Pioneers military night, May 23.

Retirees meet for breakfast

The Tobyhanna retirees will meet from 8 to10 a.m. on the third Wednesday of the month at Perkins, Route 315, Pittston. Meetings will be held on April 15, May 20, June 17, July 15, Aug. 19, Sept. 16, Oct. 21, Nov. 18, and Dec. 16.

For more information, contact Bernie Petrasek, 570-287-9093, or bpetra@juno.com.

Engineering assistance forms available online

Electronic forms are available in the intranet for people submitting requests for general engineering assistance and Parts Assessment and Resolution. The forms are located under Electronic Forms/Local Depot (AMSEL) Forms.

For more information, call Nello Pauselli, X57413.

LEAN from Page 2

of manufacturing; it also works here when repairing a subassembly or overhauling a shelter, as well as administrative areas.

My favorite example of a Lean application comes from the home. When we put groceries away in the refrigerator, we place the things we seldom use in the back, while the frequent flyers are set toward the front or in the door.

Being able to relate Lean to a practical situation such as that has helped me apply it at work on a larger scale. Manuals that I use daily are within arm’s reach on my desk and I store other reference materials out of the way on a shelf above my desk. Thus, my work area remains organized, clean and I know exactly where everything should be.

When was the last time you thought about the steps you take each day to make yourself more productive and organized? Do you recognize these daily routines as “Leaning?” Do you take advantage of the Lean opportunities offered here? If not, then I suggest you do so we can all move forward together, as Team Tobyhanna.

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BRACKET from Page 1

“Picatinny approached Tobyhanna with an idea to build a better, more cost effective bracket and wanted to know if we could make it,” said Jack Andrejko, the mechanical engineering technician who headed the project. Andrejko is assigned to the Production Engineering (PE) Directorate.

Teamwork was the key to getting the bracket finished quickly. Meetings early in the process provided a way for personnel to develop and implement a plan.

“We used the latest manufacturing technology and techniques available on the market today to bring this together,” said

Charles Niemotka, referring to equipment and processes used at the depot. Niemotka is a lead engineering technician in the Manufacturing Engineering Branch, PE Directorate.

With everyone on board, workers encountered no surprises. PM Directorate’s production controller Patty Lacey assigned production orders to respective shops and made sure all materials were at the depot or on order.

Andrejko remarked that 80 percent of the materials were already here.

“From initial design to finished product, each area of responsibility executed a seamless transition to the next phase of the

manufacturing process,” said Michael Fisher, chief of the Industrial Service Division. “I am personally very proud of the dedication and professionalism demonstrated by employees of every discipline involved in this effort. Engineering, production management, productivity, improvement and innovation and of course SIS each put their “A” teams on this one.”

Much of the work was completed simultaneously at shops throughout the depot and after completing all refinishing processes including paint, the bracket was shipped to Charleston, S.C., for fit testing. The total shipping weight, including crate and hardware, was 940 pounds.

“We had all the talent, equipment and raw materials here,” said Andrejko. “The interface bracket was fabricated and sent through shops in the Systems Integration and Support (SIS) Directorate in record time. All the engineers and employees should be commended for their hard work.”

The shops involved in the fabrication effort included welding, plating, painting and the machine shop.

“The Machining Operations Branch used two different machines to make this prototype,” said Zigmund Pieszala, branch chief, Industrial Services Division. “The size of this item made this an interesting job and we’re looking forward to more of this project in the future.”

Parts were profiled using the water jet then precision machined to get tight tolerance holes and slots, Pieszala explained, adding that machine shop personnel worked hand-in-hand with the engineers and programming department on this project.

Employees from the SIS Directorate’s Welding Branch gathered and assembled all the parts.

“First we used a plasma torch to cut the raw material into more manageable sizes for the machine shop to process,” said Douglas Stevens, branch chief. “When the parts arrived from the machine shop, two welders assembled and welded them.”

Stevens commended his team for their attention to detail and help in producing a quality product.

“Personnel in the branch showed a very high degree of professionalism. That went above and beyond the norm.”

Work on the prototype helped Thomas Nawrocki, engineering technician, design a new weld fixture for the remaining nine brackets to hold required drawing tolerances.

It took two employees about an hour to complete blasting procedures before moving the bracket to plating.

“We had concerns in the beginning about the size and awkwardness of the bracket,” said Howard Slinger, Component Refinishing Branch chief, explaining that the one-ton hoist in the booth handled the equipment “just fine.”

The branch chief said his team is ready to handle any more brackets that come their way.

“My blasters are eager to do the job and look forward to more work in the future.”

Depot painters also realized any concerns about the size and weight of the interface bracket were unfounded.

According to Rimas Bildusas, former chief of the Component Refinishing Branch, the item was moved into the paint booth using a pallet jack and then shifted into position by hand.

“Workers were able to paint the bracket a desert tan in one shift,” said Bildusas. “Coordination with the engineer helped us stay within the established time frame.”

Tobyhanna will also supply the hardware that holds the device together.

As long as Soldiers continue to face the threat of IEDs while fighting the war on terrorism, employees here will continue to use cutting edge technology and ingenuity to protect them.

“Everyone faced this challenge head-on,” said Andrejko. “It was their hard work and support that made the RG-33 IED Roller Interface Bracket prototype project a success.”



Kevin Handelong, welding worker, prepares the surface of the bracket before welding. Handelong works in the Welding Branch. (U.S. Army photo)

Keep the Best fund tops \$140,000; money used to create, retain jobs

by Anthony Ferreira
President, AFGE Local 1647

The Keep the Best Fund of the Tobyhanna Army Depot Blue Ribbon Task Force currently totals \$140,891.42. That total is split between savings accounts with \$10,891.42 and certificates of deposit valued at \$130,000 as of March 11.

The funds are deposited in the Tobyhanna Army Depot Federal Credit Union. The fund was established by regional leaders as part of the effort to support the depot during the base closure process starting in the early 1990s. Local businesses, governmental bodies, depot employees and private citizens contributed to the fund.

There were no expenditures from the fund over the last 11 months. The fund earned about \$3,169.85 in interest over that period.

Money in the fund may only be spent on initiatives that would retain or create jobs at Tobyhanna. The expenditure of funds must be approved by a fund management group, which consists of task force members, including myself, as president of Local 1647, American Federation of Government Employees.



While serving in the Air Force, Jacqueline Boucher was stationed in Germany, California, Alaska, New York, Texas and Georgia, and deployed to Korea and Bahrain. “I was fortunate to be stationed at installations where there was something going on all the time.”



Carmen “AO3 Rivera” Canaii served in the Navy from 2000-2004. She was stationed aboard the USS John C. Stennis as a petty officer third class.



“I never regretted the opportunity I had to serve my country,” says Jennifer Pilant, a former Air Force personnel specialist.



Capt. Amanda Clare stands before the city of Tel Aviv, Israel, in 2003. While in Tel Aviv she served in the Army as a first lieutenant Patriot missile officer.

Women in History

Soldiers, Sailors, Airmen, Marines play vital role in nation’s defense

by Jennifer Caprioli
Staff Writer

Who do you think of when you hear the phrase “women in the military?” Does a black and white photo of your mother, sporting her dress blues, pop into your head; do you see your sister the night she broke the news to your parents that she was joining the service; or do you picture your daughter, bearing a Cheshire Cat grin, the day she returned from basic training?

March is National Women’s History Month. These 31 days are set aside each year to honor and ensure that the history of women will be recognized and celebrated throughout the country. Although there is no specific month or day to recognize women in the military, they are a strong aspect of our nation’s history; one recent example includes Gen. Ann E. Dunwoody, commander, U.S. Army Materiel Command. On Nov. 14, she became the first woman in U.S. history to earn the rank of four-star general.

Dunwoody is joined by other distinguished military women, including Air Force Maj. Gen. Jeanne M. Holm, the first woman in the armed forces to be promoted to the rank of major general; Brig. Gen. B. Sue Ducitt, the first woman “officer of the line” promoted to brigadier general in the Army Reserve components; and Brig. Gen. Margaret A. Brewer, the first female general officer in the Marine Corps.

In 2001, Brig. Gen. Patricia E. McQuiston (then a colonel) became the first and only female commander at the depot. She currently serves as commander of the Defense Supply Center-Columbus.

According to the Center for Defense Information, women in the military date back to the American Revolution when they dressed as men so they could join the Continental Army. Women have participated in every war since the 1700s, including the Civil and Spanish-American, World Wars I and II, Korean and Vietnam, and operations Desert Storm, Desert Shield, Iraqi Freedom and Enduring Freedom, notes the Women in the Military Service for America Memorial Foundation (WMSAMF).

According to the WMSAMF, in the earlier wars, women cared for the ill and wounded, mended and washed clothing, and cooked for troops. In 1948 the Women’s Armed Services Integration Act granted women permanent status in the Army, Navy, Marine Corps and

Air Force. The act also gave women permanent status in the Reserve components, an order that affects Capt. Amanda Clare 50 years later. Clare is an Army reservist who is currently activated for operational support. She is the acting chief of the Business Management Directorate’s Technical Development Division.

Clare remembers her time as a Patriot missile officer when she was deployed to Israel in 2003. “We were the first U.S. personnel in theater in preparation for the invasion of Iraq,” she recalls, noting it as her most memorable experience. “My unit was operational to deter attacks and defend Israel against SCUD missiles. We were successful because we deterred Iraq from launching missiles into our area of operation.”

Today, about 14 percent of military members are women, according to the U.S. Census Bureau. That percentage makes up about 14 percent of the active Army and about 2 percent of the U.S. military’s pilots, according to the Army News Service. About 10 percent of the depot’s female work force are current or former military members.

Those women’s stories spread beyond the depot, across the surrounding seas, to foreign soil and back home.

According to the WMSAMF, in 1972 the USS Sanctuary set sail with the first male/female naval crew. Thus began the military movement of hard-working men and women serving side-by-side to better themselves and defend their country.

Because of the USS Sanctuary’s feat, Carmen Canaii was able to receive the “Sailor of the Day” award while stationed aboard the USS John C. Stennis. She describes this commendation as one of the most memorable experiences she had during her years of service. Canaii believes her superiors nominated her because she went beyond her actual duties while uploading weapons during Operation Enduring Freedom. She is a sheet metal worker in the Systems Integration and Support Directorate, and served in the Navy from 2000-2004 as a petty officer third class aviation ordnance man.

The Center for Defense Information reports that in 1975, 4.6 percent of the armed forces was comprised of women. Among those women were current depot employees, including Electronics Mechanic Aleida Sharp, who served as a telephone switchboard operator in the Army. “I felt enormous pride in that I was helping a fellow Soldier reconnect with his family,” she says, remembering

the time spent caring for children at Fort Gordon, Ga. “Wives and families were bought down to be reunited with their loved ones.” Sharp was in a group that helped care for the children while mom and dad got reacquainted. “What made it memorable was that the war was over and they were home at last.”

Elizabeth Lawrence, logistics management specialist in the Production Management Directorate, reflects on her time as a drill sergeant, recalling that the parents of her students would ask her how she was able to instill discipline in their son or daughter. “I told them it was consistency and that when [I said] I was going to do something, I would follow through.” Women were not permitted to become drill sergeants until 1972, when six Woman Army Corps noncommissioned officers were enrolled in the drill sergeant program, according to the U.S. Army Board Study Guide Resource.

Lawrence served 26 years in the Army in numerous positions, including communications and electronics maintenance chief, and an instructor, before retiring as the depot’s sergeant major.

The 1980s saw women serving in non-combat roles during conflicts in Grenada and Panama. The Center for Defense Information reports that women in the National Guard served on ships that patrolled around Grenada, and Air Force women served as pilots, engineers and loadmasters.

During the Gulf War (1990-91) about 40,000 women served in almost every role the military had to offer, but were not permitted to participate in intentional ground engagements.

Suzanne Rudat, deputy director of the Command, Control and Computers/Avionics Directorate, remembers when the first female was appointed to three-star general and notes that more positions opened up to women during her 22 years of service in the Army. She is a retired lieutenant colonel who served during operations Desert Storm and Desert Shield, and deployed to Bosnia during the Implementation Force (NATO’s first peacekeeping operations).

“What really changed was the definition and location of combat on the battlefield,” she explains. “It went from very linear to asymmetric, meaning female Soldiers were primarily in the rear echelon of forces but now they mostly serve in the same positions all over the battlefield.”

Valerie Robinson, Command Group intern, says her

military achievements might be credited to a combination of two factors: timing and talent.

“Much of female Soldier’s progress happened during my lifetime,” she notes, explaining that in 1974, two years after she was born, the Army began training female helicopter pilots, as noted by the WMSAMF. In 1993, a year after Robinson enlisted, combat aviation positions opened to women. Because of this feat for women, and her proven skills at the flight controls, Robinson was able to serve in the Army as a UH-60 Black Hawk pilot in the Army Warrant Officer Corps. According to a 2006 Washington Post report, about 9 percent of women in the active Army currently serve as aviators.

Although Robinson had to leave her 15-month old son in the care of her parents during a seven-month tour in Bosnia, she notes, “even then, timing was on my side, because it was during that deployment where I met the man I would marry.”

In 1994, the year Jennifer Pilant joined the Air Force, about 91 percent of the military’s career fields were made gender neutral, according to the Army News Service. She is a technical information specialist in the Production Engineering Directorate.

Pilant, who served as a personnel specialist, notes that she spent three years working in the security police orderly room, where she was shown what it was like to work as a cop in the Air Force.

“The hardest part was probably true for man or woman - getting the chance to prove myself to my superiors and them giving me a chance to succeed,” she explains, adding that she never regretted the opportunity to serve her country.

While speaking at an event this month that honored Women’s History Month and military families, first lady Michelle Obama noted that “[t]hroughout our nation’s history, women have played an important role in the military as well as in organizations supporting the military during times of conflict,” she said. “Our foremothers and our sisters today have joined our forefathers and our brothers today in securing our liberty and protecting our country.”

Currently women and men work side-by-side to better the military and themselves.

Jacqueline Boucher, editorial assistant in the Public Affairs Office, recalls that the Marines and Air Force members she worked with while deployed during



Suzanne Rudat deployed with the 101st Corps Support Group during operations Desert Shield and Desert Storm, and with the 485th Corps Support Battalion during Operation Joint Endeavor in Bosnia.



Aleida Sharp served in the Army from 1972-1978 as a switchboard operator team chief in the Signal Corps.



Elizabeth Lawrence retired from the Army in 2005, after serving as the depot’s sergeant major.



In 1994, over 9,000 previously closed positions in combat opened to women, notes Valerie Robinson. “Because of these changes I began the application process to transition from an enlisted Soldier to an aviation warrant officer.”